



THE COMMONWEALTH OF MASSACHUSETTS  
DEPARTMENT OF LABOR RELATIONS  
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JOINT LABOR-MANAGEMENT  
COMMITTEE FOR  
MUNICIPAL POLICE AND FIRE  
JOHN W. HANSON  
CHAIR

**MEETING MINUTES FOR**  
**MARCH 24, 2016**

Pursuant to M.G.L. c. 30A § 20(c), and the Open Meeting Law Regulations, 940 CMR 29.03 (6), the Joint Labor-Management Committee for Municipal Police and Fire hereby gives notice that the Committee will meet on:

DATE: March 24, 2016

CALL TO ORDER: 11:11 a.m. – Full Committee Meeting

LOCATION: Offices of the Joint Labor-Management Committee,  
19 Staniford St., 1<sup>st</sup> Floor, Boston, MA 02114-2502

Attendees: Chairman Hanson, Police Chair Cummings, Management Chair Goldsmith, Fire Chair Reddy, Hubley, Demille, Perreira, Scanzio, Cabral, Petrin, MacKinnon, McGrath, Long, Nelson, Crimmins, Tranfaglia, and Morgado.

Mediators: Bevilacqua, Murray, Griffin, Srednicki

• *Administrative updates:*

○ Jill Goldsmith, Management Chair

Ms. Goldsmith discussed the attendance at the Committee meetings and the lack of management members at the last scheduled committee meeting.

○ Accept Meeting Minutes from 2-11-16

**Motion by Reddy and 2<sup>nd</sup> by DeMille. Passed**

○ Report from the Chair.

The Chairman informed the committee about the interviews for the Management and Labor Staff positions. He told the committee that the recommendations will go to the caucus groups and a decision of who to hire will be made by them. The chairman asked Edward Srednicki about the post interview process (once a candidate is chosen). Mr. Srednicki informed the Chairman that the post interview process will take some time, as you need original signatures for the CORI checks. Once the Committee has made their choices then the internal process can begin.

The Chairman discussed an invitation from the Boston Bar Association's 43<sup>rd</sup> Annual Workshop for Public Sector Labor Relations Specialist to present information about the Joint Labor Management Committee. It would only be a 15 to 20 minute presentation discussing, briefly, the policy and procedures of the

JLMC. He was looking for members to volunteers to talk. Matt Reddy said he would be open to presenting. The Chairman said they would discuss it more at a later date.

The Chairman addressed to topic of scheduling with the full committee, which is something he will discuss more in depth with the subcommittee. Mr. Reddy stated that the scheduling of 3a hearings and Arbitrations are getting out of hand. Final dates that are agreed to are occurring months after the initial vote. The Chairman agreed that the scheduling process needs to be tightened up. Kenneth Scanzio inquired as to whether there is already guidelines in place. Joseph Hubley informed the committee that he looking back into the minutes and it was agreed to tightening the rules but there is nothing currently in writing. The subcommittee is meeting after today's meeting and the Chairman with discuss the scheduling issue more indepth with the subcommittee.

- *Petitions, Jurisdiction and Awaiting Funding List (AFL) Cases:*

Case Number	City/Town	Mediator	Topic/Vote
1. JLM-15-4673 <b>Motion by Cummings and 2<sup>nd</sup> by Goldsmith. Passed.</b>	E. Longmeadow Police IBPO	Brian	Move to A/F/L
2. JLM-15-4674 <b>Motion by Cummings and 2<sup>nd</sup> by Goldsmith. Passed. Committee Members Assigned are Crimmins &amp; Nelson.</b>	Belmont Police Superiors	Carol	Jurisdiction
3. JLM-15-4729 <b>Motion by Cummings and 2<sup>nd</sup> by Goldsmith. Passed. Committee Members Assigned are Crimmins &amp; Nelson.</b>	Belmont Patrol	Carol	Jurisdiction
4. JLM-15-4947 <b>Motion by Cummings and 2<sup>nd</sup> by Goldsmith. Passed. Committee Members Assigned are Mazzarella &amp; Cummings.</b>	Cambridge Police Superiors	Kevin	Jurisdiction
5. JLM-15-4978 <b>Motion by Cummings and 2<sup>nd</sup> by Goldsmith. Passed. Committee Members Assigned are Morgado &amp; TBA.</b>	Sterling Police	Heather	Jurisdiction
6. JLM-15-5011 <b>Motion by Cummings and 2<sup>nd</sup> by Goldsmith. Passed. Committee Members Assigned are Petrin &amp; Perreira.</b>	Leominster Police	Heather	Jurisdiction
7. JLM-15-4360 <b>Motion by Reddy and 2<sup>nd</sup> by Goldsmith. Passed.</b>	Melrose Firefighter	Carol	Vote to Arbitration
8. JLM-15-4614 <b>Motion by Cummings and 2<sup>nd</sup> by Goldsmith. Passed.</b>	Marion Police	Joseph	Remove/Funded
9. JLM-15-4626 <b>Motion by Cummings and 2<sup>nd</sup> by Goldsmith. Passed.</b>	Haverhill Police Patrol	Heather	Vote to 3a
10. JLM-12-2078 <b>Motion by Cummings and 2<sup>nd</sup> by Goldsmith. Passed.</b>	Boston Police Detectives	Heather	Remove/Funded

- *Any other business that may legally come before the committee:*

**JLM- 14-4191 Medford Fire Fighters Local 1032 and City of Medford**

The Medford Firefighters JLM case matter has been moved to Awaiting funding  
**Motion by Reddy and 2<sup>nd</sup> by Goldsmith. Passed.**

**JLM-15-4321 Newton Firefighters Local 863 and City of Newton**

The Newton Firefighters JLM case matter has been moved to Awaiting funding  
**Motion by Reddy and 2<sup>nd</sup> by Goldsmith. Passed.**

**JLM-14-4004 Falmouth Fire Fighters Local 1397 and Town of Falmouth**

The Falmouth Firefighters JLM case matter has been moved to Awaiting funding  
**Motion by Reddy and 2<sup>nd</sup> by Goldsmith. Passed.**

**JLM-14-3903 Amherst Police Supervisors Union and Town of Amherst**

The Amherst Police Supervisors JLM case matter has been Removed and Funded.  
**Motion by Cummings and 2<sup>nd</sup> by Goldsmith. Passed.**

**Report on Presentation to Massachusetts Managers**

Several Management Committee members presented to the City and Town managers of Massachusetts information on the Joint Labor Management Committee. The members expressed to the group of managers the need for settlements of collective bargaining agreements and to make time to be at the negotiation tables. Jill Goldsmith told the committee that as a result of the presentation she has received calls from managers interested in because alternate management representatives for the Committee.

- *Adjournment at 11:23 am*

*Recorded by Gwenn Kelley, Collective Bargainin Election Specialist II.*